

**QUESTION #1****Correct answer: b****Reason:** Rule #1 applies here:**Rule #1:** Establish a Zero-Tolerance Policy Against Sexual Harassment

The prospect could sue for quid pro quo sexual harassment, which occurs when housing benefits are explicitly or implicitly conditioned on sexual favors. It doesn't matter whether the leasing agent is offering her a favor—or threatening her with adverse action—he's putting the property at risk of a sexual harassment complaint by suggesting or implying that failure to accept a date would affect the terms of a rental.

QUESTION #2**Correct answer: b****Reason:** Rules #1 & #2 apply here:**Rule #1:** Establish a Zero-Tolerance Policy Against Sexual Harassment**Rule #2:** Provide Sexual Harassment Training to All Employees

Fair housing law protects both men and women from sexual harassment—whether the perpetrator is male or female. Make sure that employees understand that sexual harassment consists of unwelcome sexual conduct—through words or actions—toward prospects, applicants, residents, guests, and other visitors, regardless of their gender.

**QUESTION #3****Correct answer: a****Reason:** Rules #3 & #4 apply here:**Rule #3:** Don't Ignore Sexual Harassment Complaints**Rule #4:** Take Prompt Action to Halt Harassment

If you get a sexual harassment complaint, it's important to investigate and take prompt action to resolve any problems, regardless of whether it's against an employee, outside vendor, or a neighbor. Some courts have held owners and managers liable in situations where they knew of tenant-on-tenant harassment and did nothing to stop it.

QUESTION #4**Correct answer: a****Reason:** Rule #5 applies here:**Rule #5:** Don't Retaliate Against Anyone Complaining About Sexual Harassment

The resident could accuse the property of retaliation if it doesn't renew her lease because of her prior sexual harassment complaint. Under the retaliation provisions of the FHA, it's unlawful to take action against anyone for exercising her rights under fair housing law. And it's a separate violation of fair housing law, so the property could face liability regardless of the validity of her original sexual harassment complaint. Because of the risk of a retaliation claim, the property should get legal advice before making any decisions about whether to renew her lease.